While the Employment Environment is Improving.

Problems, Such as Mismatching, Still Prevail.

1. The Jobs-to-applicants Ratio is Improving

Jobs-to-applicants ratio (new and active)

- New jobs-to-applicants ratio (regular workers excluding part-timers)
- Active jobs-to-applicants ratio (regular workers excluding part-timers)
- New jobs-to-applicants ratio (regular part-timers)
- Active jobs-to-applicants ratio (regular part-timers)

2. Job Applicant and Job Offer Conditions Vary Greatly with Occupation: The Jobs-to-applicants Ratio is High in the Security, Construction and Mining Occupations

The status of new job openings for general employment by occupation (FY2012)

3. The Ratio of Person Who Found Employment is Improving

Number of persons who found employment and ratio of persons who found employment

4. Both Accession and Separation Rates are High in the Accommodations, Eating and Drinking Service Sectors

Accession rate and separation rate by industry (2012)

5. The Turnover Rate is High Among Young Males and Females: It is Also High Among Males After Retirement Due to Re-employment

Turnover accession rate by gender and age (nationwide; 2012)

6. The Unemployment Rate for Tokyo Fluctuates Approximately Between 4% to 5%

Unemployment rate and number of unemployed persons

7. The Number of Persons Who Leave Their Jobs Due to Circumstances of the Management is on the Decrease

Number of persons who leave their jobs by reasons for leaving (nationwide)

8. The Number of Employment Insurance Beneficiaries and the Amount of Benefits Decreased for Three Consecutive Years

Number of employment insurance beneficiaries and amount of benefits paid
### The Total Amount of Cash Wages Is High in the Finance and Insurance Industries and Low in the Accommodations, Eating and Drinking Services

<table>
<thead>
<tr>
<th>Industry</th>
<th>Scheduled Cash Earnings (10,000 yen)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance and insurance</td>
<td>59.1</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td>59.1</td>
</tr>
<tr>
<td>Accommodations, eating and drinking services</td>
<td>5.1</td>
</tr>
<tr>
<td>Accommodations, eating and drinking services</td>
<td>5.1</td>
</tr>
</tbody>
</table>

Source: TMG “Monthly Labour Survey”

**Note:** Establishments with 5 or more regular employees.

### Wage Disparities Between Males and Females and Between Regular and Non-regular Staffs Become Greater as the Length of Service Becomes Longer

#### Scheduled Cash Earnings by Employment Type (Nationwide; 2013)

**Regular Staff**
- Male: 449.9
- Female: 340.2

**Non-regular Staff**
- Male: 255.6
- Female: 188.7

Source: MHLW “Basic Survey on Wage Structure”

**Note:** Figures are as of October in each year. Young people here mean persons aged 15 to 34. For the age group of 15 to 24, persons in school are excluded. The figure for 2011 is a supplementary estimate.

### Monthly Hours Worked are Longer in the Construction Industry etc.

#### Total Hours Worked per Month (2012)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Total Hours Worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>176.4</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>166.3</td>
</tr>
</tbody>
</table>

Source: TMG “Monthly Labour Survey”

**Note:** Establishments with 5 or more regular employees.

### Working Hours are Longest Among Males in their 20s and 30s

#### Actual Number of Total Hours Worked per Month by Age and Gender (Nationwide; 2013)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Total Population</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-24</td>
<td>4.9</td>
<td>2.7</td>
<td>2.2</td>
</tr>
<tr>
<td>25-34</td>
<td>5.4</td>
<td>3.6</td>
<td>1.8</td>
</tr>
</tbody>
</table>

Source: MHLW “Basic Survey on Wage Structure”

**Note:** Establishments with 10 regular employees or more. Sum of actual number of scheduled hours worked and overtime worked.

### The Unemployment Rate for Young People is Higher than the Overall Unemployment Rate

#### Unemployment Rate for Young People by Age Group (Nationwide)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 to 24</td>
<td>8.0</td>
</tr>
<tr>
<td>25 to 34</td>
<td>5.7</td>
</tr>
</tbody>
</table>

Source: MHLW “Basic Survey on Wage Structure”

**Note:** Employed persons aged 25 to 34. Young people here mean persons aged 15 to 34.

### The Percentage of Non-regular Employees Aged 25 to 34 is on the Increase

#### Percentage of Non-regular Employees to the Total Number of Employed Persons

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 to 34</td>
<td>45.2</td>
</tr>
</tbody>
</table>

Source: MIC “Labour Force Survey”

**Note:** Young people here mean persons aged 15 to 34. For the age group of 15 to 24, persons in school are excluded. The figure for 2011 is a supplementary estimate.

### The Active Jobs-to-applicants Ratio is High Among People Aged 20 to 24 and Low Among People Aged 25 to 34

#### Active Jobs-to-applicants Ratio for Young People by Age Group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 to 24</td>
<td>1.78</td>
</tr>
<tr>
<td>25 to 34</td>
<td>0.65</td>
</tr>
</tbody>
</table>


**Note:** Figures are as of October in each year. Young people here mean persons aged 20 to 34.
### The Number of Employed Persons Aged 65 and Over Has Increased, Producing Motivated Elderly Workers

1. **One Out of Every Four Employed Persons is 55 Years Old or Older**
   - Number of employed persons aged 55 and over and share in the total number of employed persons

2. **Employed Persons Aged 55 and Over Account for More Than 50% in the Agriculture, Forestry, and Fisheries Industries; the Real Estate Industry; and the Goods Rental and Leasing Industry**
   - Number of employed persons aged 55 and over by industry and by age and share in the total number of employed persons in each industry (2010)

3. **The Number of Employed Persons Significantly Decreases Among Both Males and Females Aged 65 and Over**
   - Number of employed persons aged 55 and over by gender, age, and employment status (2010)

4. **The Unemployment Rates in the Age Groups of 55 to 59 and 65 and Over Are Lower Than the Overall Unemployment Rate**
   - Unemployment rate by age group (over 55 years of age) (nationwide)

5. **Compared to Males, the Percentage of Part-time Workers Is High Among Middle-aged and Older Females**
   - Number of employed persons by age group and by employment type (2012)

6. **The Female Labour Force Participation Rate in Japan Drops in the Age Groups of 30 to 39; Compared to 10 Years Ago, the Bottom of the M-curve Has Risen**
   - Female labour force participation rate by country and by age (2000, 2010)